

**CARPINTERIA UNIFIED SCHOOL DISTRICT /  
CARPINTERIA ASSOCIATION OF  
UNITED SCHOOL EMPLOYEES LOCAL 2216**

Fact-Finding Agreement  
May 9, 2025

Article 6, Compensation and Benefits (Certificated)

**6.0 Wages.**

2025-2026 School Year. The 2025-2026 Certificated Salary Schedule will be revised to reflect an increase of five percent (5%), effective July 1, 2025.

Off-Schedule Compensation. The District will pay each certificated unit member currently employed and in paid status at the time the contract is ratified and approved by both parties a one-time, off-schedule sum equivalent to four percent (4%) of their base salary in the 2024-2025 school year. This payment will be extended to certificated unit members who retired during the 2023-2024 or 2024-2025 school years. For purposes of this provision, "base salary" excludes all forms of additional compensation, including but not limited to stipends, longevity, and extra-pay assignments.

**(New) 6.13. Special Education Stipend.**

Beginning with the 2025-2026 school year, Special Education teachers shall receive an annual stipend of \$3,000, in recognition of the specialized skills required for their roles. This stipend will be paid in equal installments over the course of the school year.

Article 6, Compensation and Benefits (Classified)

**6.1 Wages.** 2025-2026 School Year. 2025-2026 Classified Salary Schedule will be revised to reflect an increase of five percent (5%), effective July 1, 2025.

Off-Schedule Compensation. The District will pay each classified unit member currently employed and in paid status at the time the contract is ratified and approved by both parties a one-time, off-schedule sum equivalent to four percent (4%) of their base salary in the 2024-2025 school year. This payment will be extended to classified unit members who retired during the 2023-2024 or 2024-2025 school years. For purposes of this provision, "base salary" excludes all forms of additional compensation, including but not limited to overtime, stipends, differentials, and additional hours.

Instructional Assistants. All currently employed instructional assistants will be moved to Step 13, effective July 1, 2025.

### **Contingent Adjustment Based on Property Tax Allocation (Certificated/Classified)**

2024-2025 Property Tax Allocation: Unit members will receive a one-time, off-schedule payment based on the Santa Barbara County Office of Education's final P-3 property tax allocation for the 2024-2025 Fiscal Year, as follows:

- If the final property tax allocation reaches \$31.750 million, .5% off-schedule payment; or
- If it reaches \$32.000 million or more, 1.0% off-schedule payment.

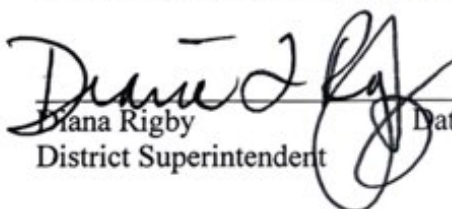
Any off-schedule payment based on property tax allocation under this provision shall be paid by October 1, 2025. This provision applies one-time only and shall not be included in future agreements.

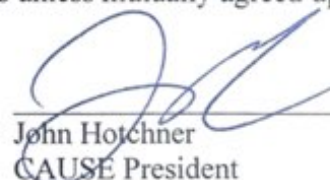
2025-2026 Property Tax Allocation: The salary schedule increase will be adjusted based on the Santa Barbara County Office of Education's final P-3 property tax allocation for the 2025-2026 Fiscal Year, as follows:

- If the final property tax allocation reaches \$33.250 million, .5% shall be applied to the existing salary schedule; or
- If it reaches \$33.500 million, 1.0% shall be added to the existing salary schedule; or
- If it reaches \$33.750 million, 1.5% shall be added to the existing salary schedule; or
- If it reaches \$34.000 million or more, 2.0% shall be added to the existing salary schedule.

Any increase based on property tax allocation under this provision shall take effect October 1, 2026, and shall be applied to the existing salary schedule as an ongoing adjustment. This provision applies one-time only and shall not be included in future agreements.

This Fact-Finding Agreement resolves all outstanding negotiable issues between CAUSE (certificated and classified) and the District for the 2023-2024 school year. Furthermore, this agreement shall act to close any negotiations for the 2024-2025 and 2025-2026 school years. No further negotiations shall be required for these years unless mutually agreed upon by the parties.

 5.9.25  
Diana Rigby Date  
District Superintendent

 J. Hotchner  
John Hotchner Date  
CAUSE President May 9, 2025